

Orange County Community College

FRINGE BENEFITS

FULL-TIME Staff & Chair

VACATION LEAVE

12 Month employees - 10 days for 1st year; 15 days 2nd-4th year; 21 days 5+ years forward.

Max. Accumulation - 31 days.

10 Month employees – No vacation time

SICK LEAVE

12 Month employees - 12 sick days per academic year; Max. Accumulation -210 days.

10 Month -11 sick days; Max. Accumulation – 185 days

PERSONAL LEAVE

4 days/year - any unused. Personal days at the end of the academic year will carry over to sick leave.

I understand that my leave time is given “upfront & pro-rated” to use during the academic year. I also understand that should I leave before the academic year period has ended (in any given year) my leave time will be prorated to my leave date and my time adjusted accordingly. Any overage of time used, will be deducted from my pay check.

Signature

HOLIDAYS & SNOW DAYS

Follow Academic Calendar

BEREAVEMENT

See contact

INSURANCE BENEFITS

Coverage for all begins on the 1st day of the 3rd month of employment.

HEALTH: Contribution is 10% of annual premium. AY 22/23 Contribution is currently: Individual \$62.08 per pay period; OR Family \$ 146.58 per pay period. Pre-taxed benefit.

DENTAL: Non-Contributory – Employee; \$26.91 pay period - Family
The Preferred Group – Participating Provider Network. Pre-taxed benefit.

VISION: Non-Contributory – Employee; \$1.84 pay period – Family.
The Preferred Group – Participating Provider Network. Pre-taxed benefit.

SECTION 125 FLEXIBLE SPENDING ACCOUNT: We offer Medical Care and Dependent Care. Your pledged amount is taken out in equal bi-weekly payments of your paycheck, pre-taxed.

| | <u>Minimum Contribution</u> | <u>Maximum Contribution</u> |
|----------------|------------------------------------|------------------------------------|
| Medical Care | \$300.00 | \$2,850.00 |
| Dependent Care | \$300.00 | |
| Single Parent | | \$2,500.00 |
| Married Parent | | \$5,000.00 |

LONG TERM DISABILITY – No cost

SUPPLEMENTAL PROVIDED THROUGH AFLAC

Through AFLAC insurance we offer the following coverage. This coverage is available through payroll deduction. Our representative is Jennifer Boule (845) 632-7100.

- Short-term disability
- Cancer plan
- Accident plan
- Hospital confinement
- Life Insurance
- Lump Sum Critical Illness

RETIREMENT

ERS/TRS – Tier 6

- Vesting requires 5 years of service

| Wages | Contribution |
|-----------------------------------|---------------------|
| \$45,000 or less | 3% |
| \$45,000 and \$55,000 | 3.5% |
| \$55,000 and \$75,000 | 4.5% |
| \$75,000 and \$100,000 | 5.75% |
| \$100,000 but less than \$179,000 | 6% |

Retirement is 63 in order to retire with an unreduced benefit; members retiring between age 55 and age 63 are subject to a reduction of 6.5% for each year retirement precedes age 63. A provision is also included that allows NYSUT-affiliated bargaining units to petition the governor for an unreduced benefit at age 57 with 30 or more years of service, with any additional actuarial costs to be borne by eligible employees.

- Caps pensionable overtime at \$15,000 plus inflation
- 6% Contribution to purchase military and prior service

SUNY ORP – Tier 6

- Vesting 366 days
- Employee contribution rates in a given calendar year will be based upon their earnings in the second calendar year preceding the current calendar year as follows:

| Wages | Contribution |
|------------------------|--------------|
| \$45,000 or less | 3% |
| \$45,000 and \$55,000 | 3.5% |
| \$55,000 and \$75,000 | 4.5% |
| \$75,000 and \$100,000 | 5.75% |
| \$100,000 or more | 6% |

- Employer contribution will be 8% of compensable salary for the first 7 years of employment, and 10% thereafter.

Supplemental Retirement

We offer supplemental retirement programs. Please ask for more information

Professional Development

In addition to each year’s base wage increase, each unit member shall receive an annual “professional development” stipend (not added to base) equal to:

1.95% of base annual salary for Department Chairs, Assistant Department Chairs, Academic Coordinators and the Direct of Athletics.

2.05% of base annual salary for staff members.

These payments are divided equally and are paid in the second pay period of November and April of each academic year.

Longevity

| Years of Completed Service | Amount |
|----------------------------|---------|
| 3 | \$ 525 |
| 4 | \$ 525 |
| 5 | \$ 825 |
| 10 | \$1,325 |
| 15 | \$1,825 |
| 20 | \$2,425 |
| 25 | \$2,925 |
| 30 | \$3,325 |

Tuition Reimbursement

Remission -Your immediate family members (spouse and dependent children) may attend OCCC for free as long as they are accepted into a degreed program.

Waiver - As a staff member of SUNY Orange, you may take up to three (3) credit bearing courses per academic year.

You and your eligible dependents may take up to two (2) non-credit courses per academic year up to a maximum amount of \$100.00 per class.

For Employee Tuition Reimbursement for courses outside of SUNY Orange, please contact Russell Hammond at russellhammond@sunyorange.edu of the Faculty Staff Development Committee.

Mandatory Agency Fee

The S&C agency shop fee is \$606.36 annually.

Annual Cancer Screenings

Granted up to 4 hours of non-chargeable time per calendar year

Rev 1/2023